



## Chief Constable, Vancouver Police Department

### VANCOUVER POLICE BOARD

#### Vancouver, BC

The Vancouver Police Board is seeking an exceptional leader to serve as Chief Constable of the VPD, one of Canada's largest and most respected police services. With 1,452 sworn officers and over 482 civilian professional staff, the VPD is recognized for its professionalism, innovation, and unwavering commitment to protecting and serving the citizens of Vancouver.

This is a rare opportunity for a distinguished police executive with a proven track record of leadership, operational excellence, and strategic vision. The ideal candidate will bring extensive experience in managing complex law enforcement operations within a major policing organization. They will have successfully collaborated with Police Boards or governance bodies on strategic priorities, operational budgets, and evolving community policing needs. A demonstrated ability to implement innovative policing initiatives that enhance public safety in an urban environment is essential.

The next Chief Constable will be a respected leader known for building strong relationships – both within their organization and across the broader community. This individual will have a history of working effectively with stakeholders, government agencies, and community partners to advance policing strategies that foster trust, accountability, and inclusivity.

As a visionary leader, the successful candidate will bring integrity, resilience, and a deep commitment to public service. They will inspire and support the dedicated men and women of the VPD, ensuring a culture of excellence, collaboration, and forward-thinking policing.

*The targeted salary range for this position is \$372,425 to \$ 413,813 annually, supplemented by a competitive total rewards package.*

If you are a dynamic and highly accomplished law enforcement professional ready to take on this leadership role, we invite you to apply by visiting our website and submitting your application to **Shelina Esmail** and **Jennifer Madden** at [www.pfmsearch.com](http://www.pfmsearch.com).

*The Vancouver Police Department (VPD) is recognized as one of the finest police services in the world. The VPD provides professional and effective community-based policing through proactive partnerships that focus on prevention, enforcement, investigative and problem-solving strategies for Canada's third largest city. The VPD is steeped in tradition and known for its ground-breaking policing strategies.*



**PFM**  
EXECUTIVE SEARCH

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